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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS
ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen | Division of | Revision No.: 12
Director | Wage Determinations | Date Of Revision: 09/09/2010

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla,
Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.61
01012 - Accounting Clerk II		15.27
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		22.41
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		12.94
01090 - Duplicating Machine Operator		12.94
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		12.44
01192 - Order Clerk II		13.57
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25
01263 - Personnel Assistant (Employment) III		21.47

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01270 - Production Control Clerk		26.54
01280 - Receptionist		12.83
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		22.80
01420 - Survey Worker		17.33
01531 - Travel Clerk I		14.84
01532 - Travel Clerk II		15.95
01533 - Travel Clerk III		17.09
01611 - Word Processor I		15.07
01612 - Word Processor II		16.91
01613 - Word Processor III		18.91
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.71
05010 - Automotive Electrician		18.82
05040 - Automotive Glass Installer		17.82
05070 - Automotive Worker		17.82
05110 - Mobile Equipment Servicicer		15.82
05130 - Motor Equipment Metal Mechanic		19.80
05160 - Motor Equipment Metal Worker		17.82
05190 - Motor Vehicle Mechanic		19.80
05220 - Motor Vehicle Mechanic Helper		14.82
05250 - Motor Vehicle Upholstery Worker		16.81
05280 - Motor Vehicle Wrecker		17.82
05310 - Painter, Automotive		18.82
05340 - Radiator Repair Specialist		17.82
05370 - Tire Repairer		14.44
05400 - Transmission Repair Specialist		19.80
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.23
07041 - Cook I		13.97
07042 - Cook II		15.66
07070 - Dishwasher		9.89
07130 - Food Service Worker		10.88
07210 - Meat Cutter		17.51
07260 - Waiter/Waitress		12.54
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		20.54
09040 - Furniture Handler		13.45

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
09080 - Furniture Refinisher		20.54
09090 - Furniture Refinisher Helper		16.17
09110 - Furniture Repairer, Minor		18.34
09130 - Upholsterer		20.54
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		11.95
11060 - Elevator Operator		11.95
11090 - Gardener		16.89
11122 - Housekeeping Aide		13.41
11150 - Janitor		16.03
11210 - Laborer, Grounds Maintenance		12.77
11240 - Maid or Houseman		9.88
11260 - Pruner		11.97
11270 - Tractor Operator		15.28
11330 - Trail Maintenance Worker		12.77
11360 - Window Cleaner		18.02
12000 - Health Occupations		
12010 - Ambulance Driver		16.83
12011 - Breath Alcohol Technician		17.22
12012 - Certified Occupational Therapist Assistant		23.78
12015 - Certified Physical Therapist Assistant		24.27
12020 - Dental Assistant		16.96
12025 - Dental Hygienist		43.92
12030 - EKG Technician		26.27
12035 - Electroneurodiagnostic Technologist		26.27
12040 - Emergency Medical Technician		16.83
12071 - Licensed Practical Nurse I		15.49
12072 - Licensed Practical Nurse II		17.33
12073 - Licensed Practical Nurse III		19.33
12100 - Medical Assistant		14.85
12130 - Medical Laboratory Technician		16.01
12160 - Medical Record Clerk		13.99
12190 - Medical Record Technician		15.65
12195 - Medical Transcriptionist		17.58
12210 - Nuclear Medicine Technologist		36.58
12221 - Nursing Assistant I		10.06
12222 - Nursing Assistant II		11.31
12223 - Nursing Assistant III		12.34
12224 - Nursing Assistant IV		13.85
12235 - Optical Dispenser		17.33
12236 - Optical Technician		16.27
12250 - Pharmacy Technician		15.67
12280 - Phlebotomist		13.85
12305 - Radiologic Technologist		26.57

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
12311 - Registered Nurse I		29.51
12312 - Registered Nurse II		36.10
12313 - Registered Nurse II, Specialist		36.10
12314 - Registered Nurse III		43.68
12315 - Registered Nurse III, Anesthetist		43.68
12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		21.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.38
13012 - Exhibits Specialist II		25.26
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		20.38
13042 - Illustrator II		25.26
13043 - Illustrator III		30.90
13047 - Librarian		27.96
13050 - Library Aide/Clerk		14.18
13054 - Library Information Technology Systems Administrator		25.26
13058 - Library Technician		18.10
13061 - Media Specialist I		18.22
13062 - Media Specialist II		20.40
13063 - Media Specialist III		22.73
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.74
13074 - Photographer IV		27.81
13075 - Photographer V		33.65
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
14071 - Computer Programmer I	(see 1)	22.85
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.45
14160 - Personal Computer Support Technician		26.98

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		21.49
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.90
16030 - Counter Attendant		10.90
16040 - Dry Cleaner		13.76
16070 - Finisher, Flatwork, Machine		10.90
16090 - Presser, Hand		10.90
16110 - Presser, Machine, Drycleaning		10.90
16130 - Presser, Machine, Shirts		10.90
16160 - Presser, Machine, Wearing Apparel, Laundry		10.90
16190 - Sewing Machine Operator		14.71
16220 - Tailor		15.67
16250 - Washer, Machine		11.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.95
19040 - Tool And Die Maker		29.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.88
21030 - Material Coordinator		26.54
21040 - Material Expediter		26.54
21050 - Material Handling Laborer		13.19
21071 - Order Filler		13.22
21080 - Production Line Worker (Food Processing)		14.88
21110 - Shipping Packer		13.22
21130 - Shipping/Receiving Clerk		13.22
21140 - Store Worker I		11.35
21150 - Stock Clerk		16.17
21210 - Tools And Parts Attendant		14.88
21410 - Warehouse Specialist		14.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.78
23021 - Aircraft Mechanic I		24.50
23022 - Aircraft Mechanic II		25.78

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
23023 - Aircraft Mechanic III		27.31
23040 - Aircraft Mechanic Helper		17.80
23050 - Aircraft, Painter		22.96
23060 - Aircraft Servicer		20.21
23080 - Aircraft Worker		21.45
23110 - Appliance Mechanic		22.36
23120 - Bicycle Repairer		14.44
23125 - Cable Splicer		34.15
23130 - Carpenter, Maintenance		22.89
23140 - Carpet Layer		20.37
23160 - Electrician, Maintenance		30.09
23181 - Electronics Technician Maintenance I		26.22
23182 - Electronics Technician Maintenance II		28.08
23183 - Electronics Technician Maintenance III		29.95
23260 - Fabric Worker		20.20
23290 - Fire Alarm System Mechanic		24.83
23310 - Fire Extinguisher Repairer		18.63
23311 - Fuel Distribution System Mechanic		25.43
23312 - Fuel Distribution System Operator		19.09
23370 - General Maintenance Worker		19.13
23380 - Ground Support Equipment Mechanic		24.50
23381 - Ground Support Equipment Servicer		20.21
23382 - Ground Support Equipment Worker		21.45
23391 - Gunsmith I		18.63
23392 - Gunsmith II		21.74
23393 - Gunsmith III		24.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.57
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)		22.70
23430 - Heavy Equipment Mechanic		25.42
23440 - Heavy Equipment Operator		23.61
23460 - Instrument Mechanic		26.61
23465 - Laboratory/Shelter Mechanic		23.29
23470 - Laborer		12.28
23510 - Locksmith		20.45
23530 - Machinery Maintenance Mechanic		25.56
23550 - Machinist, Maintenance		22.78
23580 - Maintenance Trades Helper		16.87
23591 - Metrology Technician I		26.61
23592 - Metrology Technician II		28.00
23593 - Metrology Technician III		29.66
23640 - Millwright		30.04

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
23710 - Office Appliance Repairer		22.32
23760 - Painter, Maintenance		19.88
23790 - Pipefitter, Maintenance		29.30
23810 - Plumber, Maintenance		27.84
23820 - Pneudraulic Systems Mechanic		24.83
23850 - Rigger		24.83
23870 - Scale Mechanic		21.74
23890 - Sheet-Metal Worker, Maintenance		25.26
23910 - Small Engine Mechanic		19.59
23931 - Telecommunications Mechanic I		25.46
23932 - Telecommunications Mechanic II		26.79
23950 - Telephone Lineman		23.94
23960 - Welder, Combination, Maintenance		21.15
23965 - Well Driller		24.83
23970 - Woodcraft Worker		24.83
23980 - Woodworker		18.63
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		10.04
24580 - Child Care Center Clerk		13.63
24610 - Chore Aide		11.35
24620 - Family Readiness And Support Services Coordinator		13.44
24630 - Homemaker		14.44
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.31
25040 - Sewage Plant Operator		23.29
25070 - Stationary Engineer		27.31
25190 - Ventilation Equipment Tender		20.58
25210 - Water Treatment Plant Operator		23.29
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.01
27007 - Baggage Inspector		17.55
27008 - Corrections Officer		23.96
27010 - Court Security Officer		25.24
27030 - Detection Dog Handler		22.01
27040 - Detention Officer		23.96
27070 - Firefighter		25.75
27101 - Guard I		17.55
27102 - Guard II		22.01
27131 - Police Officer I		28.67
27132 - Police Officer II		31.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.64
28042 - Carnival Equipment Repairer		16.71

— **Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
28043 - Carnival Equipment Worker		11.72
28210 - Gate Attendant/Gate Tender		14.01
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.35
28515 - Recreation Specialist		19.27
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		22.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.81
29020 - Hatch Tender		27.81
29030 - Line Handler		27.81
29041 - Stevedore I		25.82
29042 - Stevedore II		29.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		27.16
30021 - Archeological Technician I		16.14
30022 - Archeological Technician II		18.43
30023 - Archeological Technician III		24.07
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		24.78
30061 - Drafter/CAD Operator I		16.14
30062 - Drafter/CAD Operator II		18.43
30063 - Drafter/CAD Operator III		20.55
30064 - Drafter/CAD Operator IV		24.77
30081 - Engineering Technician I		16.35
30082 - Engineering Technician II		18.35
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.43
30085 - Engineering Technician V		31.11
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		22.34
30210 - Laboratory Technician		23.90
30240 - Mathematical Technician		22.36
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30390 - Photo-Optics Technician		22.36
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.15

— **Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
30463 - Technical Writer III		32.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.55
30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.43
31030 - Bus Driver		16.99
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		21.02
31364 - Truckdriver, Tractor-Trailer		21.02
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		9.81
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.19
99252 - Laboratory Animal Caretaker II		13.28
99310 - Mortician		24.57
99410 - Pest Controller		21.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.23
99711 - Recycling Specialist		19.82
99730 - Refuse Collector		14.49
99810 - Sales Clerk		12.30
99820 - School Crossing Guard		14.43
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		16.41
99841 - Vending Machine Repairer		20.45
99842 - Vending Machine Repairer Helper		16.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or

equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such Conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to

the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.